

GUIDANCE FOR TRUST DOCTORS

Introduction

Brighton & Sussex University Hospitals NHS Trust is responsible for ensuring doctors work within European Working Time Directive (EWTD) regulations. In order to ensure that compliance within these regulations is maintained, there is a mutual obligation to work together. Doctors should consider whether any additional work undertaken may breach EWTD, and consider whether they need to sign a EWTD opt-out form.

Working Hours

There is an expectation that doctors will work according to the hours on the rota template, the Trust is aware that on occasions the needs of the patient may make this challenging. However, this should be the exception rather than the norm. In such cases there is an expectation that doctors will notify their Supervising Consultant so that a way can be found to remedy the situation. The Trust's expectation is that escalating such issues applies 24/7, 52 weeks of the year.

There may be occasions when a doctor chooses to stay on voluntarily beyond the end of their working hours, for example, to observe an interesting case, a doctor can only do so in an observer capacity and these hours should not be included as hours of duty.

Rest Breaks

As an employer Brighton & Sussex University Hospitals NHS Trust believes that all employees should take their rest breaks, however we appreciate at times this may be difficult due to conflicting demands and, or patient care. Therefore; we would expect employees to raise the fact that they are unable to take rest breaks with their manager / consultant, on the basis that they feel patient care is going to be compromised.

Paragraph 6 of Good Medical Practice states "If you have good reason to think that patient safety is or may be seriously compromised by inadequate premises, equipment, or other resources, policies or systems, you should put the matter right if that is possible. In all other cases you should draw the matter to the attention of your employing or contracting body".

Taking rest breaks is essential to all employees Health, Safety and general wellbeing as well as the wellbeing of the patients in their care. The expectation is that doctors will let their supervising consultant know if they regularly experience problems in getting rest breaks, so that a way can be found for rest break(s) to be taken.

Rest Requirements

Uninterrupted rest per day	11 hours
Rest breaks	20 min after 6 hours
Uninterrupted rest per week	24 hours in 7 days or 48 hours in 14 days
Duty hours limits	None
Hours of work limits	48 hours/week – unless opted out